

GARDEN		EMPLOYEE PROFILE	
The World's Most Famous Arena		<input type="checkbox"/> SALARY CHANGE <input checked="" type="checkbox"/> TERMINATION <input type="checkbox"/> PROMOTION <input type="checkbox"/> RETURN FROM LEAVE <input type="checkbox"/> ADJUSTMENT <input type="checkbox"/> PERSONAL INFORMATION CHANGE <input type="checkbox"/> SHIFT <input type="checkbox"/> TITLE CHANGE <input type="checkbox"/> TRANSFER <input type="checkbox"/> LEAVE OF ABSENCE	
<b>EFFECTIVE DATE:</b> 02/26/99 <b>EMPLOYEE ID:</b> [REDACTED] <b>LAST NAME:</b> [REDACTED] <b>FIRST NAME:</b> [REDACTED] <b>MIDDLE NAME:</b> [REDACTED] <b>STREET ADDRESS:</b> [REDACTED] <b>CITY:</b> [REDACTED] <b>STATE:</b> [REDACTED] <b>PHONE NUMBER:</b> [REDACTED] <b>APARTMENT NUMBER:</b> [REDACTED] <b>ZIP CODE:</b> [REDACTED] <b>HOME PHONE:</b> [REDACTED] <b>WORK PHONE:</b> [REDACTED] <b>WORK FAX:</b> [REDACTED] <b>WORK CELL:</b> [REDACTED]		<b>DATE:</b> MAR 12 1999 <b>PERIOD COVERED:</b> E R R I V E	
<b>DEPARTMENT CODE:</b> S15100 <b>DEPARTMENT NAME:</b> Arena Fast Food & Beverage		<b>EMPLOYEE STATUS:</b> A <b>EMPLOYMENT STATUS:</b> C	
<b>ELSA STATUS:</b> EXEMPT <b>EMPLOYEE CLASS:</b> N		<b>WORK STATUS:</b> FULL TIME <b>COMMENTS:</b> EMPLOYMENT RECORDS CONVERSION	
<b>NON-EXEMPT:</b> <input type="checkbox"/> <b>TEMP:</b> <input type="checkbox"/>		<b>REGULAR:</b> <input type="checkbox"/> <b>PART-TIME:</b> <input type="checkbox"/>	
<b>SEASONAL:</b> <input type="checkbox"/> <b>UNION REG:</b> <input type="checkbox"/>			
<b>LOCATION:</b> UFR002 <b>JOB CODE:</b> Utility Runner Club Seats PT		<b>EMP GROUP:</b> WA4 <b>SALARY GRADE:</b> 14,664 <b>ANNUAL SALARY:</b> 9	
<b>BASE SALARY:</b> 7.0500 <b>AMOUNT INCREASE:</b> 0.00 <b>% INCREASE:</b> 0.00		<b>SALARY INCREASE:</b> 0.00 <b>LAST REVIEW DATE:</b> 06/01/96 <b>NEXT REVIEW DATE:</b> 06/01/98 <b>TERM DATE:</b> 06/01/99	
<b>SUPERVISOR:</b> Thomas E. [Signature] <b>DATE:</b> 3/9/99		<b>HUMAN RESOURCE DEPARTMENT:</b> [Signature] <b>DATE:</b> 3/12/99	
<b>DEPARTMENT SUPERVISOR:</b> [Signature] <b>DATE:</b> 3/9/99		<b>DEPARTMENT OFFICE:</b> [Signature] <b>DATE:</b> 3/12/99	
<b>DIVISION HEAD:</b> [Signature] <b>DATE:</b> 3/9/99		<b>PRESIDENT &amp; CEO:</b> [Signature] <b>DATE:</b> 3/12/99	

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MSG 41154



March 17, 1999

**REDACTED**

Dear [REDACTED]

This is to inform you that, as a result of a decision made during your investigative hearing on March 11, 1999 your services are no longer required by Madison Square Garden.

Please return your identification card in the enclosed envelope if you have not already done so.

Sincerely,

A handwritten signature in black ink that reads "Mark Parada".

Mark Parada  
Recruitment & Employee Relations Administrator

cc: Food & Merchandise Department  
Robert Demand, Local 100 Business Representative  
Human Resources File

Enclosure

Marketing.com

Madison Square Garden  
Two Pennsylvania Plaza  
New York, NY 10121-0091  
Tel 212.465.6000

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**MSG 41155**



UNITED STATES POSTAL INSPECTION SERVICE

NEW YORK DIVISION

February 18, 1999

Mr. Fred Sasso  
Security Director  
Madison Square Garden

Mr. Sasso,

This letter is to inform you that [REDACTED] was arrested for Conspiracy to Commit Bank Fraud on February 11, 1999. Please be advised that during this investigation credit card slips from purchases made at Madison Square Garden were recovered.

Please contact Postal Inspector Ken Fish (212) 330-2284 if there are any ongoing credit card fraud investigations or if there is any discovery of missing credit card slips.

Thank you for your cooperation in this investigation.

Sincerely,

K.S. Fish  
Postal Inspector

P.O. BOX 555  
NEW YORK NY 10116-0555  
TELEPHONE: (212) 330-2284  
FAX: (212) 330-3823

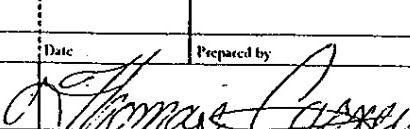
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**MSG 41156**



## **EVENT EMPLOYEE COUNSELING/DISCIPLINE NOTICE**

Revised 10/96

Employee's Last Name	First Name	Middle Initial	Social Security Number	Union Name & Local (if applicable)
Job Title		Department		
Utility Runner - Seats		Food & Merchandise		
Date of Action	2/19/99			
You Are Herby Given: (check one)	<input type="checkbox"/> Verbal Reprimand (for record keeping only; do not issue copy to employee)			
	<input type="checkbox"/> Written Reprimand (Fill-in 1st, 2nd, etc.)			
	<input type="checkbox"/> Suspension: # of Days/Event-Days		Dates of Suspension _____	
	<input checked="" type="checkbox"/> Investigative Layoff			
<b>Nature of Violation</b>				
<p><input type="checkbox"/> Failure to Complete Work</p> <p><input type="checkbox"/> Failure to Follow Instructions or Regulations</p> <p><input type="checkbox"/> Falsification of Records</p> <p><input type="checkbox"/> Profane Language</p> <p><input type="checkbox"/> Inappropriate Customer Service</p> <p><input type="checkbox"/> Insubordination</p> <p><input type="checkbox"/> Misconduct</p> <p><input type="checkbox"/> Poor Work Performance</p> <p><input type="checkbox"/> Safety</p> <p><input type="checkbox"/> Theft</p> <p><input type="checkbox"/> Uniform/Grooming Violation</p>				
<p><input type="checkbox"/> Cash/Merchandise Handling Violation Total Sales: _____ x 1% = * *If 1% is less than \$5.00, then default is a base of \$5.00.</p> <p>Over/Short (Must be greater than \$5.00 for violation): _____</p> <p>Variance: _____</p> <p>Points: _____</p> <p>Total Points: _____</p> <p><input type="checkbox"/> Time &amp; Attendance Violation No Show: _____ Lateness: _____ Call Out: _____ Total Points: _____ <input checked="" type="checkbox"/> Other: _____</p>				
<b>Reason for Action (Explain in Detail/Print Clearly)</b>				
<p>2/19 Garden Sergeant's office alerted by the U.S. Postal Service that [REDACTED] has been indicted for CONSPIRACY TO COMMIT BANK FRAUD. [REDACTED] IS BEING PLACED ON INVESTIGATIVE LAYOFF UNTIL THIS IS RESOLVED.</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>				
Employee's Signature (Indicates receipt of reprimand)		Date	Prepared by	Date
If you are experiencing any personal problems, you may contact the EAP Hotline at 800-327-4844.		 Approved by Department Supervisor		2/19/99
DISTRIBUTION:		V. White, H.D.	V. Green, Supervisor	V. Carter, Employee
		V. White, H.D.	V. Green, Supervisor	V. Carter, Employee

**Employee's Signature (Indicates receipt of instructions)**

124

Prepared by

64

If you are experiencing any personal problems,  
you may contact the EAP Hotline at 800-327-4844.

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DISTRIBUTION

#### REFERENCES

— www. — — — — —

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MSG 41157



## EMPLOYEE CODE OF CONDUCT

- Public trust and confidence are the greatest assets held by Madison Square Garden. It is the responsibility of all employees to uphold that trust by performing their duties with integrity and professionalism. The public's image of Madison Square Garden are a reflection of our appearance, behavior, and attitude. Each employee must maintain a helpful and courteous attitude while striving to maintain a safe and clean environment. Following the directives listed below will help to ensure compliance with our standards of conduct. Failure to conform to these directives will subject the employee to disciplinary action up to and including discharge.
- All employees will be knowledgeable of upcoming events and facilities and will provide information when it is requested.
- Guests entering the Facility will be treated courteously, always being called "Sir" and "Madam" and the words "Please" and "Thank You" will be used when making requests. When providing directives to guests, a firm but polite tone should be used. Do not yell.
- If we cannot render immediate assistance it is our responsibility to notify and bring to the guest the employees who can address their problem. If a guest requests our name or ID number or the name of our supervisor for any reason we will provide it.
- All employees are expected, when on duty, to be well groomed and in proper uniform and shoes.
- Smoking, eating or drinking on duty, and in public view when off duty is not allowed.
- All employees are required to pick up incidental trash e.g., napkins, cups, food wrappers, on floors/phone locations in plain view.
- Excessive lateness or absenteeism will not be tolerated.
- Early action and warnings may prevent situations from escalating. Always be attentive and try to deal with situations before they become difficult.
- The use of obscene, vulgar or abusive language or excessive force is not allowed no matter what the provocation may be.
- Sitting in an unoccupied seat during an event, or viewing a performance from a stand or a gate is not allowed.
- All employees are expected to maintain and operate all company property in a safe manner. Any employee damaging, defacing or negligent in the care of company property is subject to immediate disciplinary action up to and including termination.
- Any participation by an employee in the unauthorized sale and/or resale of an MSG event ticket is strictly prohibited and will subject the employee to immediate disciplinary action up to and including termination.
- Unauthorized leave from post or sleeping on duty is not allowed and will subject the employee to immediate disciplinary action up to and including termination.
- Allowing the unauthorized entry of individuals into the building, upgrading seat locations, ticket changing, allowing guests to sit in a seat for which they do not have a ticket and/or the acceptance of payments for entry into the building, is strictly forbidden and will subject the employee to immediate discharge. Tips may not be solicited, but may be accepted when a guest desires to reward exceptional service.
- All media inquiries are to be directed to a management member of Corporate Communications or Public Relations. In no case should anyone other than a Corporate Communications or Public Relations management employee make a comment to the media. Any employee violation of this policy is subject to disciplinary action, up to and including termination.
- There are specific work rules applicable to each department within the Company. This code of conduct is not meant to limit those work rules, but to supplement them.

Date [REDACTED]  
 Signature of Employee [REDACTED]  
 Print or Type Name [REDACTED]

Job Title \_\_\_\_\_

White - Employee, Yellow - Human Resources,  
 Green - Department

Notarized documents do not require witness signatures.

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**MSG 41158**



To: Lynn Carfora Date: March 4, 1999  
From: Grisel Padro Phone: 6429  
Subject: [REDACTED] Copies: M. Parauda

Due to the attached violation of Madison Square Garden Policy and/or prior reprimands for other various infractions of Madison Square Garden policies, I recommend that [REDACTED] be terminated.

Approved:

A handwritten signature of Thomas Vanney, which appears to be "Thomas Vanney" followed by "3/4/99".

Thomas Vanney, Director  
Food Operations

Approved:

A handwritten signature of Chuck Troccoli, which appears to be "Chuck T." followed by "3/4/99".

Chuck Troccoli, Vice President  
Food and Merchandise

cnc.

MR. TERMIGHIAN DOT

**CONFIDENTIAL**

MSG 41159